



**DEPARTMENT OF THE ARMY
HEADQUARTERS, 18TH MILITARY POLICE BRIGADE
CMR 418
APO AE 09058**

REPLY TO
ATTENTION OF

AETV-MP-H

26 October 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 18th Military Police Brigade Command Policy Memorandum #2, Equal Opportunity Program

1. References:

- a. AR 600-20, Chapter 6, Equal Opportunity Program in the Army, 13 May 2002.
- b. Army in Europe Command Policy Letter 27, 4 May 2003.
- c. V Corps Policy Memorandum #1, Equal Opportunity Program, 13 July 2004.

2. Our nation's security depends on our ability to develop and employ the talents of a diverse population. Because of this, I will not tolerate anyone being discriminated against because of his or her race, color, religion, gender, or national origin.

3. The purpose of the Equal Opportunity (EO) Program is to provide equal opportunity for military personnel, family members, both on and off post and within the limits of the laws of localities, states, and host nations. The goal of the program is to create and sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of America's Army.

4. Commanders are responsible for sustaining a positive EO climate within their units. Commanders and supervisors will remain proactive in preventing and eliminating discrimination, sexual misconduct and harassment of any kind. All commands will provide equal opportunity and fair treatment for all military personnel, family members, and civilians regardless of race, gender, religion, or national origin. They will provide an environment free of unlawful discrimination, offensive behaviors, sexual misconduct and harassment.

5. Members of our team must be able to report violations without fearing acts or threats of reprisal. Complaints should be referred to the chain of command; but they also may be made through other channels, such as the inspector general, the provost marshal, the chaplain, or the staff judge advocate. EO offices provide advice and assistance to

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the unit, however the local commander is the unit's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues.

6. The success of the EO program is only possible if leaders recognize discriminatory and offensive behaviors and take immediate action to eliminate these behaviors. When every soldier, civilian employee, and family member contributes to maintaining an environment in which everyone is treated with dignity and respect, we will have a team that is always prepared to fight and win.

7. This policy will be posted on every unit's and outlying platoon bulletin boards.

8. POC for this memorandum is the undersigned at DSN 382-5656.

9 . "EVER VIGILANT!"



JAMES B. BROWN
COL, MP
Commanding

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